



MTA Newsletter

Fall 2023 Edition

President's Message

Welcome back! I hope you were able to recharge your batteries over the summer, and that you are ready to tackle a new school year.

The word that will best describe 2023-2024 is “negotiations”, with both provincial and local negotiations ongoing. Unfortunately, provincial negotiations are going nowhere fast and the government insists on making offers to teachers and other public sector workers that can only be described as terrible. In terms of pay, the government has not budged on its offer of 9% over 5 years, and has not proposed any kind of cost-of-living indexation. They have also decided to attack pension benefits, even though they acknowledge that the RREGOP is in excellent financial shape. The government has refused to deal with any of our other demands, remaining stubbornly committed to their political priorities. **A national demonstration is planned in Montreal at Parc Jeanne-Mance on September 23.** Together as one, 420 000 Common Front members will take to the streets to make the government understand that we need better – in fact, way better! – offers. A large turnout is needed to improve our working conditions, so I am hoping to see many MTA members there!

Pressure tactics will rapidly be intensifying this fall, with a view to obtaining a strike mandate at all Common Front unions, including MTA and QPAT. Choosing when to go on strike is a

strategic decision that is based on ongoing analysis of the general situation and what’s happening at the bargaining table. In any case, if the government leaves us no choice but to go on strike, this could happen as soon as the consultation process has ended in the fall. **There will be a Special General Meeting for MTA members that will be held on September 20 via Zoom.** QPAT President Steven Le Sueur and Chief Negotiator François Breault will be present, to explain the status of negotiations and answer any questions, and MTA members will be asked to vote on the proposed strike mandate at that meeting. Information on how to register for this meeting and all documents will be sent prior to the meeting.

In terms of local MTA-EMSB negotiations, you may recall that the EMSB had cancelled the first meeting with us last spring when they were upset with the results of the MTA survey of members on their working conditions. The MTA Local Negotiations team will be pushing the EMSB to actually meet with us to table our demands, and to pursue a satisfactory local agreement on your behalf.

All provincial and local negotiations updates will be sent to all members as soon as they are available, and can also be found on the [MTA website home page](#).

Whether you are returning to a familiar school and class, or exploring a new challenge in a new school, I wish each of you a safe, healthy, and happy 2023-2024.

— Lori

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Important Dates

September 20, 4:45 pm: General Assembly via Zoom (update on provincial negotiations and strike vote) – detailed information on registration and agenda will be forthcoming

September 23, 1 pm: Common Front Demonstration (parc Jeanne-Mance)

October 12-13: QPAT Annual Convention (Hôtel Bonaventure)

School Calendars 2023-2024



You can consult the 2023-2024 EMSB calendars for Youth Sector, Adult Education and Vocational Training [here](#).

Professional Improvement Committee (PIC)

Did you know that teachers can apply for funds for many kinds of professional development? University tuition, workshops, collective and community projects, major conferences, language proficiency courses and tests are just a few examples of activities that can be funded by the EMSB-MTA PIC. Please take the time to carefully read the funding rules and application deadlines, as there can be changes from one year to the next. We will send you the PIC booklet and application form as soon as it is available from the EMSB.

NATIONAL RALLY FOR OUR PUBLIC SERVICES

SATURDAY, SEPTEMBER 23, 2023
JEANNE-MANCE PARK – MONTRÉAL



MANIFESTATION NATIONALE POUR NOS SERVICES PUBLICS

SAMEDI 23 SEPTEMBRE 2023
MONTRÉAL



**ARRIVAL / ARRIVÉE
PARC JEANNE-MANCE, MONTRÉAL**

Large crowd is expected - All are welcome! Plan accordingly and wear your Common Front apparel.

Venez en grand nombre, vous êtes tous les bienvenus! Planifiez en conséquence et portez vos vêtements du Front commun.





MARCH / MARCHÉ

13:00 Quartier des Spectacle/ Place des Festivals

SPEECHES AND ENTERTAINMENT / DISCOURS ET DIVERTISSEMENT

14:00





RETURN / RETOUR

16:00







Mobilization

In the context of the expiry of the current provincial collective agreement on March 31, 2023 and the onset of a new round of negotiations, public sector workers in Quebec are moving into more mobilization actions to draw attention to the fact that we are fighting for improvements to both working conditions and for quality public services.

As mentioned earlier in this newsletter, there will be a **massive demonstration in Montreal at Parc Jeanne-Mance on Saturday, September 23** with our colleagues from across Quebec's public sector. It is important that as many members as possible attend this event, to send the message to the government that Quebec needs to invest in public services through good-faith collective bargaining. I strongly encourage all MTA members to attend this event.

The rep at each school/centre has received (or will shortly) green and black buffs for each member. I encourage you to **proudly wear this buff in solidarity at the demonstration on September 23**. If you did not receive a buff, please reach out to the MTA rep in your school.

If you have any questions about QPAT's provincial mobilization efforts, please contact me directly (lori@mta-aeem.com). You can always find the most recent negotiations updates [on the MTA website](#).

Salary Scales 2023-2024

The pay dates for this school year start on August 24, 2023 and every second Thursday thereafter until August 8, 2024. Note that our current Provincial agreement expired at the end of March 2023, and that a new agreement has not yet been reached. Any increase that teachers receive as a result of a new provincial agreement will apply retroactively back to March 30, 2023.

Find the current salary scales [here](#).

Changes to Workload



Did you know that in the 2020-23 Provincial Collective Agreement, some parts of your workload as a teacher are accounted for differently? You are still working 200 days and 32 hours per week, but some tasks (“Other professional Duties”) can be annualized. In addition, **2 hours per week of work of a personal nature do NOT have to be done at school; they can be done at the time and place of your choosing.** In the fall, Principals should be consulting each teacher on the distribution of their annual workload.

More information can be found [here](#).

Value-Added Compensation & Compensation Days



The Board policy allowing for compensation for teachers who take part in extra-curricular activities remains in effect for 2023-2024. In addition, provisions in the Provincial Entente allow for teachers to be financially compensated for having carried out these activities (referred to as “value-added”). **Many activities can be eligible for both compensation in time AND for value-added funds.** Each September, the school administration should consult the School Council about the list of approved activities for the current school year and circulate it to staff. The compensation, which can be up to 3 days for 60 hours and over of ECA, can be taken at any time during the school year but there can be no substitution costs incurred for these days. The actual days taken must be agreed to between the teacher and the principal. The policy does not state that compensation has to be taken during the last professional days in June. It is advisable for teachers to keep a written record of the dates and times of their ECA activities so that there is no dispute when requesting compensation and/or value-added.

More details can be found [here](#).

QPAT Convention 2023



QPAT's Convention is being held October 12-13 at Hôtel Bonaventure. Please [check out this link](#) for information about keynote speakers Susan Aglukark and Laurent Duvernay-Tardif, pre-convention workshops on October 12, and workshops on October 12 and 13. Don't forget that pre-convention activities on October 12th and substitution for the day are eligible for PIC funding!

Workload Forms (Youth Sector)

Every fall, teachers are asked to sign their workload forms. **Please ensure that each group and subject taught, including the language of instruction, is reflected on the form.** Other information should include the number of students per group, as well as the minutes spent with each group. The totals at the bottom of the form must also be completed. It is each teacher's responsibility to make sure that their form is an accurate representation of their assignment for the current school year. This information is crucial, as it can have an impact on staffing and assignment in following years.

Bachelor of Vocational Education



The Université de Sherbrooke has finally re-opened the English-language Bachelor of Vocational Education. This program allows hourly-paid Vocational Training teachers to study to become qualified teachers while they continue to work. [Please contact the Université de Sherbrooke](#) directly for more information or [consult the UdeS website](#). Don't forget that in many cases, university tuition can be partially funded through the EMSB-MTA Professional Improvement Committee (PIC).

Call for Committees



If you are interested in serving on any MTA-EMSB parity committees, or any internal MTA committees, [please complete this Google form](#). The deadline to apply is **Monday, September 18, 2023**. A detailed description of each committee [can be found here](#).

MTA Professional Staff

Lori

- responsible for the political life of the union
- main spokesperson for MTA, in relation to MTA members, the EMSB, our provincial association QPAT, and the media
- Chief Negotiator for the MTA during local negotiations with the EMSB

Nadia

- issues relating to the hiring, assignment and transfer of teachers (youth sector)
- school council and ARC
- health and safety and CNESST questions
- professional improvement of teachers
- general questions

Peter

- adult education and vocational training sectors
- grievance matters
- pension and insurance questions
- parental rights
- general questions

If you would like Lori, Peter and Nadia to **visit your school/centre to answer questions on any number of topics**, please ask your rep to write directly to Lori. We can visit at lunch or after school, or even organize a virtual meeting.

Contact Us



The MTA Office is open from 8:30 – 4:30 Monday to Thursday, and 8:30 – 4:00 Friday.

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